GATOR AID

Vol. 1, Issue 6 "The News of the 4th Dental Battalion" 30 Mar 99

4TH DENTAL COMPANY DETACHMENT 3

BATTALION DETACHMENT OF THE YEAR!!!!

The **"Gator Aid"** is the **quarterly** publication of the 4th Dental Battalion. **Article submission guidelines**: Send material at any time! Articles may be sent as e-mail, or as a wordprocessor file. Floppy disk by mail ok. NO FAXES of articles or graphics. Pictures sent in will be returned after use. Picture and wordprocessor files can be sent as file attachments. We regret that all material cannot be used due to size limitations. Material submitted and not used in this issue will be used in the next issue. Subscription is free.
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FROM THE BRIDGE...

" DELEGATING FOR SUCCESS"

Captain Mark W. Biolo, DC, USNR
Commanding Officer, 4th Dental Battalion, 4th FSSG

Through the years I have become something of a student of leadership, as all of us in uniform should be. And I have come to the conclusion that one of the most important duties of senior people in any organization is the education and development of their juniors. Thus I have made it my mission to address leadership issues at every opportunity and have traveled the country doing so. You may have heard me speak previously about "Personal Excellence" based on Dr. Stephen Covey's Seven Habits of Highly Effective People. I have also talked about "Organizational Excellence" and the key characteristics of exceptional organizations. I have addressed groups large and small about the philosophy of TQL and going beyond TQL to build *Learning Organizations* as defined by Peter Senge. And I have always made it a point to emphasize such leadership traits as seeing the system as a whole, taking the long view, and having a *vision.*

Certainly leadership is about having the "big picture ", seeing the system as a whole. There is no question that the very essence of leadership is having a vision, for one of the most dangerous forms of human error is forgetting what one is trying to accomplish.

But leadership is also about *getting things done.* As much as having a vision of the future, it is about working in the here and now. And this isn't easy stuff. You know leading people is a fascinating profession. It captures our attention in much the same way as a Green Bay Packers football game captures the attention of those of us from America's Dairyland, because those who really understand the game realize that even the most elementary appearing play, performed at the professional level, is much more difficult than it appears. Leadership is the same. Practiced at the professional level in business, industry, society, and the military, leadership is both subtle and difficult.

Have you ever watched one group or team or ship succeed again and again, while others never do? That is the tip of the leadership iceberg. The best leaders truly have the ability to take theirs and beat yours, every time. And then trade, take yours and beat theirs.

I maintain that one of the most important characteristics of a good leader is that he/she is alert and sensitive to the thoughts and feelings of the people working with him. The good leader, whether or not he shows or is even aware of his own attentiveness, constantly senses the emotions and thoughts of his people. He knows before the individuals do which emotional chemicals are at this moment coursing through their veins.

The good leader does not change his goals based on the emotions of the moments or day, but he adjusts what is being done to harmonize and harness, not only the total physical and mental effort of the group, but the group's thoughts and feelings as well. The exceptional leader does this without

even having to think about it.

I do not know whether or not one can learn to be a great leader. Some men and women lead so effortlessly that it seems implausible that leadership is a wholly learned skill. But I do truly hope that leadership can be learned and I do know that leadership can be improved.

And I know this about a good leader: A good leader is patient. That is not to say that a good leader always refrains from letting a particular failure result in an "emotional experience" when there is something extremely important he wants someone to never, ever forget. I even believe (and I know this will sound like heresy to those who subscribe to theory that one must always punish in private) that on some occasions, albeit very rare ones, for critical issues, the sight of the leader figuratively cutting somene's throat in public can serve to define, much better than a thousand memos, just exactly what principles and levels of performance you hold sacrosanct. I do not believe that leaders always need to be polite.

Nevertheless, a good leader takes each and every opportunity to train his people. One of the best ways to train them is to let them have the experience of taking charge when less than superlative performance can be tolerated. It is how you go about developing people, about making sure juniors get what we, in Navy parlance, call "time in the chair". It is the way you encourage your people to attain personal mastery, to grow. At the same time, your people gain confidence in your leadership, for each time you correctly analyze a situation as not life threatening and let them work the problem, your people gain renewed confidence in your judgment.

As RADM Dave Olive said, "If everything is so critical that it requires your personal attention as a leader, you are destined to failure." You will lose your followers. No one can maintain a pace of everything being of equal importance . Things simply are not. The care one uses in combing his hair is not nearly as important as remembering to look both ways, every time, before crossing a busy city street. If you are so busy doing things that someone else can and should do, you will not have the time to do the really important things that only you can do.

What we must decide, then, is how we are valuable, rather than how valuable we are. You see, we delegate everything that we do, either to time or to other people. Delegation, therefore, of all the skills of a leader, is one of the most indispensable.

Among the things that the power of delegation provides are the following: 1) Productivity increases. 2) Assignment of specific responsibility and authority makes control less difficult. 3) Individual performance can be measured more accurately. 4) A diversity of products (services), operations, and people can be managed effectively. 5) The leader has more time for planning, organizing, motivating. 6) Subordinates become involved and committed.

The place to start with delegating for results is deciding what to delegate. Some types of work you should consider delegating include:

- **Decisions you make most frequently**. They are usually minor, repetitive and consume a major portion of the day.

•**Functions that are in your technical or functional specialty**. These are usually operating tasks rather than leadership functions. You can teach others to do them.
•**Work that will provide more experience for subordinates.**
•**Assignments that will add variety to routine work.** As subordinates become more proficient, they often have time to spare. Add complementary duties and responsibilities to give their positions more substance.
•**Tasks and projects for which you are least qualified.** It is almost certain that some of your subordinates are better qualified and can do parts of the job better than you. Let them.
•**Tasks that will increase the number of people who can perform critical assignments.** Maximize the strengths of the group by giving people the experience they need to back one another up.
•**Opportunities to use and reinforce creative talents.** Stimulate juniors with difficult problems and projects and reward creative solutions.

•The next step is deciding "to whom " shall I delegate. Things to consider include.

•**Does the work belong to a particular position?** Some tasks fit neatly into existing work assignments and can be logically delegated there.
•**Who has the <u>interest</u> and /or ability?** Analyze junior job performance and keep an inventory of the interests and abilities of your staff. Give consideration to interest as well as ability. A minimally qualified person may take the assignment enthusiastically and develop the required skills while the best qualified person with a low level of interest may do a poor job.
•**Who will find the work challenging?**
•**Who has been overlooked when you delegated in the past.**
•**Who has the time?**
•**Who will the assignment help stretch and grow?**

Delegate to all your juniors and stretch them when you can. Avoid playing favorites and overburdening some of your staff. An assignment, dedicated with care can bring a problem subordinate up to speed. Every time you give an "*unknown*" the chance to perform in a new way, the overall depth, versatility and morale of your unit will improve.

This planning phase prior to assigning work is the leader's opportunity to organize the distribution of work and to schedule it within his/her unit. The quality of these preparations determine the success of the delegation.. Leaders who ignore this preparation are invariably those who keep too much for themselves, or those who indiscriminately dump assignments on staff members.

The heart of the delegation process is the interaction between the supervisor and the subordinate when the delegation is made. This two-way discussion is the critical step that should end with subordinate commitment and the supervisor's assurance that the results needed will be achieved. Delegation is not just pushing work down. When you are delegating you are consulting and developing as well as assigning work. Open communication is vital! the steps in communicating the delegation include:

1. Describe as fully as possible the task and the results expected.
2. Agree on standards of performance and timetables.

- 3. Determine any training that will be needed (and when it will be provided).
- 4. Define the parameters and resources that will be available.
- 5. State the amount and frequency of feedback required.
- 6. Spell out the amount of authority being delegated.
- 7. Tell others who is in charge.

It has been said of delegation that the successful executive never puts off until tomorrow what he can get someone else to do today. Effective delegation requires considerable thought, preparation, and communication. It determines a tremendous amount of work and dedication but without this effort results will be scant. As Coach Bobby Knight so eloquently put it, "The will to win is not nearly so important as the will to prepare to win".

•Keep Chargrin'!

HOWLIN WOLF
(CO's comments)

Operation HOWLIN' WOLF is on the TEEP for 6 - 9 May 99. This will be a 4 day IDTT at the Fleet Hospital Operations and Training Command (FHOTC), Camp Pendleton, CA. Training will emphasize our roles as providers of adjunctive care to the sick and injured in the operational environment. Tentative training plan includes: casualty management, IV certification, CBR defense, preventive medicine, combat leadership, and more. We will berth in the FHOTC Sea Huts (much like squad bays) and subsist on MREs. These will be very busy days and evenings but we expect to be able to work in a little socializing on Saturday night. Travel days are Wednesday 5 May (all hands need to be in camp by 2200) and Sunday 9 May (after 1300).

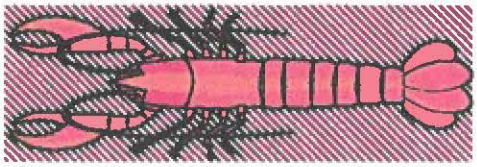
The wolf is, with very rare exception, a pack animal. Wolves live together, raise their young together, hunt together. This battalion wide IDTT will give us the opportunity to do just that - live together, raise our young together, and hunt (for knowledge and experience) together. This event will also be a great opportunity for us to foster our identity as a battalion, and "howl" with organizational spirit. The FHOTC Staff are very eager hosts and are helping us design an outstanding 4 days at their command.

In order for us to gain maximum benefit from this evolution, ***everybody assigned to 4th Dental Battalion will participate.*** No exceptions. I say again, **no exceptions**. Any requests for relief from this requirement must be in writing and submitted to the battalion HQ via the chain of command. (And I do not expect to see any cross my desk.)

Details will follow from the S-3 in the coming months. For now please make sure that all of our personnel understand their commitment for 5 - 9 May. This is going to be an outstanding event!!

Keep chargin'!

FROM THE OPEN CLAW
CAPT M.M. Capirano, DC,USNR
Executive Officer, 4th Dental Battalion, 4th FSSG



MARINE TERMINOLOGY:

LEATHERNECK: The nickname dates back to the leather stock, or neckpiece worn as part of the Marine uniform during the years 1775 to 1875. Back then, the leather bands around their throats assured that Marines kept their head erect. Descended from the stock, the standing collar, is hallmark of the Marine blues, whites, and evening dress. Like its leather ancestor, the standing collar regulates stance and posture, proclaiming the wearer as a modern "leatherneck."

DEVIL DOG: During the Belleau Wood fighting (in 1918 in which the Germans received a thorough indoctrination in the Marines" fighting ability) through " impenetrable" woods and capturing "untakeable" terrain, their persistent attacks delivered with unbelievable courage soon had the Germans calling the Marines "Teufelhunden," fierce fighting dogs of legendary origin, belovedly translated "devil dogs."

ESPRIT DE CORPS: The spirit of a unit is commonly reflected by all of its members. It implies devotion and loyalty to the Marine Corps, with deep regard for its history, tradition, and honor. It is the epitome of pride in the unit.

UNCOMMON VALOR WAS A COMMON VIRTUE: Refers to the victories in World War II, especially at Iwo Jima, the largest all-Marine battle in history. Admiral Nimitz applied the Marine fighting on Iwo Jima to the entire Marine Corps' contribution during that war, stating "Uncommon valor was a common virtue."

FIRST TO FIGHT: The Marines have been in the forefront of every American war since the founding of the Marine Corps. They entered the American Revolution in 1775, just before the Declaration of Independence was signed. They have carried out more than 300 landings on foreign shores. They have served everywhere, from the poles to the tropics. Their record of readiness reflects pride, responsibility, and challenge.

From the Goat Locker

By DTCM Jill Fernandez, USNR, Command Master Chief

BRAVO ZULU

BRAVO ZULU
Congratulations to DT1 (FMF) Mary Osorio-Mort, HS, 14th Dental Company, who was selected as the Sailor of the Quarter, 1st Qtr, FY99.

E8/E9 Selection Boards
The Naval Reserve E8/9 selection board is scheduled to convene on 22 Mar 99 in Millington, TN. Packages must be postmarked no later than 1 Mar 99. Eligible candidates and a listing of packages received will be posted on the Web at www.bupers.navy.mil.. Click NPC-862 Home Page right from the BUPERS Home Page. Then look under Advancement Information provided by NPC-8. There is a new system in use to conduct this upcoming board. It is called Electronic Military Personnel Records System (EMPRS). The system has now been successfully used for several officer boards and seems to go pretty smoothly. This system will be able to run continuity reports to determine which fitreps are missing for the past 5 years. SELRES with missing fitreps will be notified through the chain of command from the Reserve Enlisted Advancements Branch. The system will also check the nearly 6,000 records they have before the board. Both board membership and quotas for advancement will be released as soon as the board s sworn in.

A word on packages:
Step 1: Review your microfiche and only send what is missing.
All correspondence is going to be scanned in EMPRS and become a part of the record that will be reviewed by the board. Binders, notebooks and fancy packages will be torn apart so flat paper can be put through scanners. There is no need to be fancy or write elaborate cover letters. Only send copies of awards received after 1 Mar 99 but before the convening date of the board.

This advice also pertains to the First Class Petty Officers that become board eligible for Chief. That board meets in July. I encourage all of you to have a senior enlisted review your package before sending. Good luck to all of you.

If you would like to get on a general email list from NPC-862 email PNCM (SW) Garry McGrath at P862@BUPERS.Navy.Mil.
H (212) 533-1860 W (212) 998-9653 Fax (212) 995-4242 Email: JBFDTCM@aol.com

DTCM Jill B. Fernandez, USNR
Commnd Master Chief
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SERGEANT MAJOR 4TH FSSG

Sergeant Major David Gibson was born in 1953 and raised in Columbia, South Carolina. He graduated from C. A. Johnson High School in May 1972 and joined the United States Marine Corps in December of the same year. Attending Boot Camp at Parris Island, South Carolina, He graduated within the top percentile and was meritoriously promoted to Private First Class on 2 September 1973.

Private First Class Gibson attended School of Infantry training at Camp Pendleton, California followed by Sea Duty Indoctrination Course at Norfolk, Virginia. In February 1974, he was assigned duty onboard the U.S.S. Kennedy with the Marine Detachment where he served in the billets of Special Weapons post sentry, Corporal of the Guard, Brig section leader and Sergeant of the Guard.

During January 1976, now Sergeant Gibson was transferred to Marine Corps Recruit Depot, San Diego, California where he would undergo training at Recruiters School. At completion of the school, he was ordered to duty with marine Corps Recruiting Station, Nashville, Tennessee. After fifty six months, Gibson had achieved meritorious promotion to the rank of Gunnery Sergeant and was transferred to 3rd Battalion, 6th marines 2nd Marine Division in January 1981. he served in the billets of Platoon Commander, Platoon Sergeant and Company Gunnery Sergeant with Company K, 3rd Battalion, 6th Marines.

In April 1984, he was transferred to Marine Barracks, Subic Bay Republic of the Philippines until July 1985. He was then transferred to the 7th Marine Expeditionary Brigade at Twenty-nine Palms, California where he completed assignments at 3rd Tank Battalion, 1st Battalion, 4th Marines and 3rd Battalion, 7th Marines. During this 33 month period he was promoted to the rank of First Sergeant. In Many 1989, 1stSgt Gibson was transferred to Inpector-Instructor Staff, Marine Corps Logistics Base, Albany, Georgia. Sergeant Major Gibson was promoted to his present rank in December 1991 and has since served with the following units:

1992-1994 Marine Corps Base, Camp Pendleton, California headquarters and Service Battalion (Assistant Base Inspector); Security Battalion 1994-1996, Headquarters and service Battalion, Marine Corps Base, Camp Smedley D. Butler, Okinawa, Japan 1996-1998 Marine Aircraft Group-36, 1st Marine Air Wing.

Sergeant Major Gibson is married and has 5 children.

BATTALION OPERATIONS (S-3)

By CDR Karen Petrella, DC, USNR, (S-3 OPS BOSS)

CHANGE 1000

Every year sees a large number of changes in the Training, Exercise, and Employment Plan (TEEP) from it's inception at the TEEP conference in July until the end of the "exercise season" in August of the next year. This year is certainly no exception as many of you have experienced already. OCONUS exercises have come and gone, new, short-fused exercises have popped up and we have had offers of more than we could support with our current manpower. Last year we had to plead for extra man-days to support our tasked exercises and this year we have been offered the opportunity for second AT's. Flexibility is the character word for the quarter.

Despite the many changes, we will still be sending quite a few battalion personnel OCONUS: to Peru, Bolivia, the Dominican Republic, with the possibility yet of more. CDR Bowersox, DTCS King and DT2 Abbott will have returned from Peru by this time. As they found out before the start of their exercise, there are many prerequisites that must be met before travelling and working outside the continental United States with the Marines. All personnel must receive Force Protection Training within 6 months of travel with a documented p.13 entry. Country and security clearances must be obtained. Vaccinations, including Hepatitis A, must be up to date. And, obtaining an official government (red covered) passport may be a requirement and will, at the very least, greatly reduce the the paperwork that must be completed before entering the host country. Some of these items take time to complete. All battalion personnel should be ready to meet these requirements at any given time. We are, after all, an expeditionary health force.

Plans are moving briskly forward for the 4th Dental Battalion IDTT, 6-9 MAY 1999. Funding, including travel and a minimal per diem for meals has been secured for all personnel. Arrival on the 5th of May at the San Diego Airport should be planned between the hours of 1200 and 1700. Shuttle buses will take personnel from the airport USO to the Fleet Hospital Operations and Training Command at Camp Pendleton, CA. Sleeping bags, H-harnesses and canteens will be issued and MRE's will be purchased at time of check-in. We will be berthed in Sea huts on the FHOTC compound. Training will include triage, IV certification, suturing, CBR defense, rear area security, preventive medicine, combat survivability skills, officer and senior enlisted leadership, the confidence chamber (so bring a garbage bag for your 2nd set of BDU's) and close order drills. We will have a Commanding General's call with BGEN Davis and a short Hump(so get in shape). Time will be set aside for the Company Commanders and senior enlisted to meet wit their troops. Lunch will include time for PT. Saturday evening's social event will be a barbeque at the beach hosted by the officers of the command. Return flights are to be scheduled no sooner than 1300 on Sunday. The talented and motivated FHOTC staff are poised to make this an outstanding training event for the entire battalion.

The remainder of the exercise season is likely to include a few more changes before it's over so remember the word: FLEXIBILITY.

HEADQUARTERS

LT K. Rena Hodges, MSC, USNR, Commanding Officer

Greetings from the Headquarters and Services Company, 4th Dental Battalion! Although I know most of you are familiar with our company and its recent struggles pertaining to manpower shortages, let me take this opportunity to assure you that our company is still alive with every intention of fulfilling its role in the 4th Dental Battalion. As you know we are located in Marietta, Georgia which is also the home of CAPT Creal's 24th Company. I have very much enjoyed spending time with the 24th and the active duty I&I's. I myself have been affiliated with Program 32 for 11 years, so most of the intricacies and even many of the broader concepts of this program are still very foreign to me. However, it's as I told LT Hartmann when I was first considering leaving my comfortable medical unit (10 minutes from my home in Raleigh), operations is operations. It's what I do on the outside and enjoy. Therefore, I hope that some of my experience in medical operations will crossover in this position and will benefit theeffort.

Our current mission at HQ&SVC CO is as simple as it is complicated. We are to augment our active duty (I&I) counterparts and provide administrative and operational planning support to the 4th Dental Battalion which is ultimately responsible for the dental support of the 4th FSSG. Our short-run goals are many. Broadly, we are working diligently to identify ways that we can better support the 4th Dental Battalion and LT Hartmann's active duty component. More specifically we are looking forward to becoming an active player in the organization and successful completion of our Battalion-wide IDTT, Howlin'Wolf.

As we all look forward to a full year of exercises and training, I would encourage each of the dental company commanders to make suggestions as to how HQ&SVC CO can become a more viable and active component of the 4th Dental Battalion.

LT Hodges is the CO for the HQ&SVC CO 4th Dental Battalion. She is the Vice President of Operations for a physician practice management (PPM) in Durham, NC. She also practices family medicine as a physician assistant part-time in Raleigh, NC.

4TH DENTAL COMPANY

CAPT Jim Bird, DC,USNR Company Commander

As the "Fighting Fourth" begins the 2nd half of FY99, we find ourselves gearing up for the AT season. We have a large contingent (3 Officers and 11 Enlisted) who are representing the 4th Dental Company at Operation ARTIC CARE in King Salmon,Alaska. CDR Mary Ann Gonzalez from Sacramento is the OIC. As a matter of fact, by the time you read this, this Exercise will probably be completed - We hope CAPT(Sel) Paul Santoyo survived the freezing temperatures and the Pediatric Patients.

Our Company will be involved in a variety if AT's this Summer. The notorious FIREX will be manned by the 4th this year. Spearheaded by CDR Bill Fischer, this Operation will be held at Fort Carson, Colorado in July. CDR Tom Corwin will lead 4 officers and 8 Technicians in OPERATION LONESTAR, which will held in the South of Texas in the July-August tine frame. Our Former Company Commander, CAPT Kery Krause is slated for HONDURAS, and we hope to deploy some additional members of our company to this exercise, and also the DOMINICAN REPUBLIC.
We also have 2 members involved in NECAP which should bring us up to near 100% 8707 qualified. Four Members DT's attend Navy Leadership. 2 Officers will attend C-4, and one will go to Officer Indoctrination.

We have been very happy with the Contributory support our Detachments have been able to provide, despite our manpower shortages. "Have ADAL, will Travel" is the battle cry of CDR Gonzalez and DET3 of Sacramento, who have been setting the standard of Mobile Navy Dentistry. This detachment has traveled literally over all of the western US, from the USS Pompanito in San Francisco Bay, to Billings Montana, providing this important service. Our other Detachments have hopped on the Band Wagon - From Fort Lewis, WA - to Seal Beach, to Yuma, to Waco Texas, the 4th Dental Company has been on the road, waving the banner of the 4th Dental BN.

Congratulations are in order to DT1 Jesus Gonzalez of Dallas, who was named our company Sailor of the quarter(first quarter). This Outstanding Sailor is accumulating so many awards, he will soon need to wear two uniforms.

We look forward to seeing everyone at "Howling Wolf" in May, and for now, all's quiet on the Western Front.

14TH DENTAL COMPANY

CAPT P. Varnis,DC,USNR Company commander

The 14th Dental Company hit the deck at full speed for the second quarter, FY99. Training and contributory support comprised the main activity.

During the second quarter, most detachments participated in contributory support to marine reservists. Numerous individuals in each of the detachments oversaw the logistical requirements to ensure dental care for our marines (approximately 330 exams during this quarter). Theses activities require planning time between drills and we are appreciative of
their dedication.

We are particularly pleased with the recognition of DTC Paul Morgan, DT1 Susan Anderson and DT1 Mary Osorio-Mort. 14th Dental Company Chief, DTC Paul Morgan received the RADM Trifthauser award for his activities during the past year. Paul keeps in touch with the enlisted. He takes a personal interest in the enlisted of all the dets and works tirelessly to ensure their success. He was instrumental in guiding the enlisted to qualify for the February Advancement Exam. The 14 Dental Company had 11 personnel test at the various levels during the past exam cycle. DT1 Susan Anderson was recognized as the Brooklyn Reserve Center Sailor fo the Year. This is an appropriate and singular honor for DT1 Anderson. There are nearly 1500 SELRES at Brooklyn - she's numero uno!. She is helpful in all aspects of Detachment 2 activities and is considered a reserve center expert on training and administrative procedures. DT1 Mary Osorio-Mort is the recipient of the SOQ, 4th Dental Battalion award, first quarter. Her efforts during the quarter included the construction of a 4th Dental Battalion display which she displayed at the 14th DENCO IDTT and at the AMSUS meeting. She had contacted nearly 20 people for the photographs which captured the esprit de corps among all 4th Dental Battalion personnel. DT1 Osorio-Mort was also recognized as the Fort Dix Reserve Center SOQ.

As the spring approaches, so do the excercises. CAPT Dave Jameson, CDR Osure Stokes, LT Tom Bormann will partcipate in Arctic Care 99. LCDR Gary Woerz and CDR Doug Henschel recently attended the FPC for Cax 7,8. NECAP is in full swing. DTCM Jill Frenandez (Det 2 and 4th DENBN DTCM), DT1 Denise Roubik (Det 4), and DT3 Kate Noble (HQ Det) and DT3 Hasan Lyons (HQ Det) and DN Wortham (Det 2) are pounding out the miles for NECAP.

The company congratulates the following present and former members who were honored during the past quarter for various activities: CAPT(s) Bill Marland - NCM, CDR Jan Johnson - NCM, CDR(s) Gary Woerz-NCM, LCDR Kevin Atkins - NCM, CAPT(s) Bruce Doll - 4th DENBN Officer of the Year, DTC Paul Morgan - RADM Trifthauser Award for Outstanding Senior Enlisted Member FY 1998, DT1 Susan Anderson - Brooklyn Reserve Center 1998 Sailor of the Year NAM, DT1 William Bailey - NAM (Lonestar), DT1 Mary Osorio-Mort - NAM (Lonestar) and 4th Dental Battalion Sailor of the Quarter, DT1 Samuel Garcia - NAM (Lonestar), DT1 - NAM (Lonestar). DT1 Debbie Wilson - Meritorious Service Ribbon.

24TH DENTAL COMPANY

CAPT Steve M. Creal, DC,USNR, Company Commander

All of the 24th's detachments have been getting geared up for off-site drills to provide dental exams for Reserve Centers and Marine units who do not have accessible week-end dental support. The I&I staff have also taken the leadership in the Atlanta area by taking dental equipment (ADAL's) to two different Reserve Centers where dentists of Program 32 units have used the equipment to provide support to the sailors and Marines at that Reserve Center.

Capt(sel) Doug Glessman and his detachment have done an outstanding job in getting organized and communicating with many reserve centers in the Detroit area. What Doug has shared with me is an excellent program to emulate. Here is what they are accomplishing, presented in Capt(sel) Glessman's own words.

24th DENCO Det 3 has been very busy during the past quarter providing Type 2 dental exams to Marines and sailors throughout Michigan. We've sent Tiger Teams to MCRC Brodhead (Detroit), NMCRC Grand Rapids, NMCRC Battle Creek and NMCRC Saginaw, in addition to exam duties at our own Reserve Center (NRC Detroit at Selfridge ANG Base) every month.

CAPT(S) Glesmann, CDR Spencer, LCDR Korsnes, LCDR Shields, DTC Tanzo, DT1 Titus, DT3 Turner and DT3 Christian have each contributed to the success of this mission to improve dental readiness.

We have found that several of these centers already have a dental chair, so we typically bring an autoclave, Mini X-ray unit, Perio pro developer, instruments, disposables and a box of records and forms with us. Our Reserve Center provides us with no cost IDTT orders and a van or Jeep Cherokee for transportation upon request. The host ResCen provides berthing and meals.

Personnel who are diagnosed as being Dental Class 3 are processed with duplicate 6600/12 and Page 13 entries and are given an application for the Tricare Dental Insurance available through Humana.

This has been a very successful mission. Our personnel are receiving great training and the host Reserve Centers are genuinely appreciative of our efforts.

Not only do I offer my congradulations to the Detachment for a job well done, also REDCOM 13 is honoring LCDR Bryan Shields and DT3 Bruce Turner of DET-3 as the Dental Officer and Dental Technician of their REDCOM for 1998.

The Battalion Staff is organizing four days of great training for us in May. I look forward to seeing you all there, squared away and safe.

Family Support Corner

for the Key Volunteer (Spouse) Network

How can the Key Volunteer Network help the families of 4th Dental Battalion? Let me count some of the ways:

- We serve as the liaison between the Reservist member's family and the command.
- We keep the Commanding Officer informed on the health, welfare and morale of command families.
- We work as a trained member of the command team, tasked with taking care of the families
- We serve as an information and referral source to families.
- We work closely with other support group outside the command, such as, Family Service Centers, Chaplains, and the Navy Relief Society in an effort to provide families withappropriate referrals.

As your Battalion Key Volunteer (Spouse) Coordinator, I encourage you to contact your company Key Volunteer (Spouse) and introduce yourself and find out what a wonderful person is waiting to assist you. Additionally, I want to test this publication and see if it is reaching the Battalion families. (***Remember: there is never a dumb question? Only a question not asked!).*** So give us a call, fax, or E-mail.

Confidentially is a crucial element for a Key Spouse in the success of the program. Confidentialty is required concerning both personal and sensitive information. You must feel that when you disclose information to a Key Volunteer, it will be kept in strictest confidence.

A Key Volunteer (Spouse) will never pass on confidential information - even when facilitating assistance or support - without permission to do so from the individual or if directed by the **Commanding Officer**.

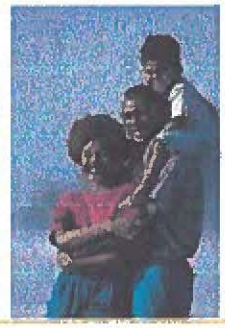
There are instance when there is an *exceptions* to the above rule. In the situations below, they must always be reported to the Commanding Officer and the appropriate agency:

Potential or attempted suicide, suspected and established child abuse or neglect, Establish spouse abuse, drug and alcohol abuse, potential homicidal behavior, and a person who is an immediate danger to others.

When a key volunteer reports these instances to the Commanding Officer and the agency, he or she is dictated by the CO's policy, or by State and Federal law.

Remember to contact your company Key Spouse (4th Lori Godbold @972-783-6053; 14th Anna Woerz @610-847-9925; or 24th Kathy Paulette @540-432-0609) if you have the opportunity to read this publication or you need information, assistance, or have comments. You may also reach me during weekdays @718-792-7972, week evenings @212-533-1860, fax anytime @718-792-8311, or weekends @802-228-4623 leave a message.

Fred Wilson
Semper Fi Shipmates



4TH Dental Battalion In Action

CAPT Krause hard at work

DN M. Wortham, CAPT P. Varnis and LCDR N. during mass disaster lab. Demasi during mass disaster lab.

CAPT Krause receives coffee from CDR Creed

DT2 Sam Garcia is presented with a Navy Achievement Medal by CDR(sel) G. Woerz and CDR D. Henschel